

## Review of Evaluation Processes

*IEATP II: Evaluation of Administrators*

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School District/ AEA/SAI	Strengths	Challenges	Questions/ Comments
<b>Council Bluffs Community School District</b>	Very comprehensive. Addresses all ISSL standards. Includes a procedure for addressing areas in need of improvement, as well as timelines. The summary ratings show some intentionality, but still appear to miss something. Strongest part (most growth enhancing) for me is the career development final report.	Seems to be pretty overwhelming. Makes one wonder who's really going to have the time to do this well, both on the part of the evaluator and the principal.	Oofda!
<b>Waverly-Shellrock Community School District</b>	Standards and criteria, I believe, are the same as CB's, but it seems to be more manageable in scope.	Are principals evaluated on each of the criteria? It appears to be so. This makes it appear that all criteria are equal in importance.	none
<b>Mason City Community School District</b>	Seems to be the most creative and personalized (focus points and timelines) to the district compared to the others, while still addressing the ISSL standards.	Comments appear to be optional, which can be a good thing (saves time and space when not needed) and not so good (in the case of clarifying areas for growth), depending on it's use.	none
<b>Riverside Community School District</b>	Addresses the ISSL standards, very simple and direct. Performance indicators are helpful.	Has the appearance of being more evaluator directed	none

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<p><b>AEA 9 – Director of General Education</b> <i>(In process of being updated)</i></p>	<p>Seems to be a valiant attempt to adapt the standards and criteria to how they apply to middle management positions at the AEA level.</p>	<p>Extensive use of customer satisfaction survey data is a little scary, given the general annual response rate.</p>	<p>What might be some other ways to address competency besides AEA customer satisfaction survey?.</p>
<p><b>School Administrators of Iowa</b></p>	<p>This is the model for all other evaluation programs to emulate. I like the descriptions of procedures and recommended timelines. Although it includes 36 and 118 descriptors it plainly spells out that competence is not expected for all descriptors. It also includes the goal setting process and worthwhile summary pages. The explanation of the principles at the beginning makes it look like the organization stands for something, and the examples given for potential artifacts are always helpful.</p>	<p>Since this has to be the “model”, it also appears to be kind of overwhelming at first glance. The list of 118 descriptors is intimidating, even with the disclaimer.</p>	<p>Does the list of so many indicators and descriptors make all things appear to be equal in importance when they really aren’t?</p>